
Virginia's Speech-Language Pathology Workforce: 2012

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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Nearly 2,500 Speech-language Pathologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology and Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Speech-language Pathology Workforce: At a Glance:

The Workforce

Licensees:	3,412
Virginia's Workforce:	3,015
FTEs:	2,280

Background

Rural Childhood:	28%
HS Degree in VA:	45%
Prof. Degree in VA:	46%

Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	58%
Satisfied?:	95%

Survey Response Rate

All Licensees:	73%
Renewing Practitioners:	84%

Education

Masters or Higher:	100%
Doctorate:	1%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	60%

Demographics

% Female:	97%
Diversity Index:	24%
Median Age:	41

Finances

Median Income:	\$50k-\$60k
Health Benefits:	57%
Under 40 w/ Ed debt:	64%

Typical PT Time

Patient Care:	70-79%
Administration:	10-19%
PTs primarily in PC:	77%

Source: Va. Healthcare Workforce Data Center

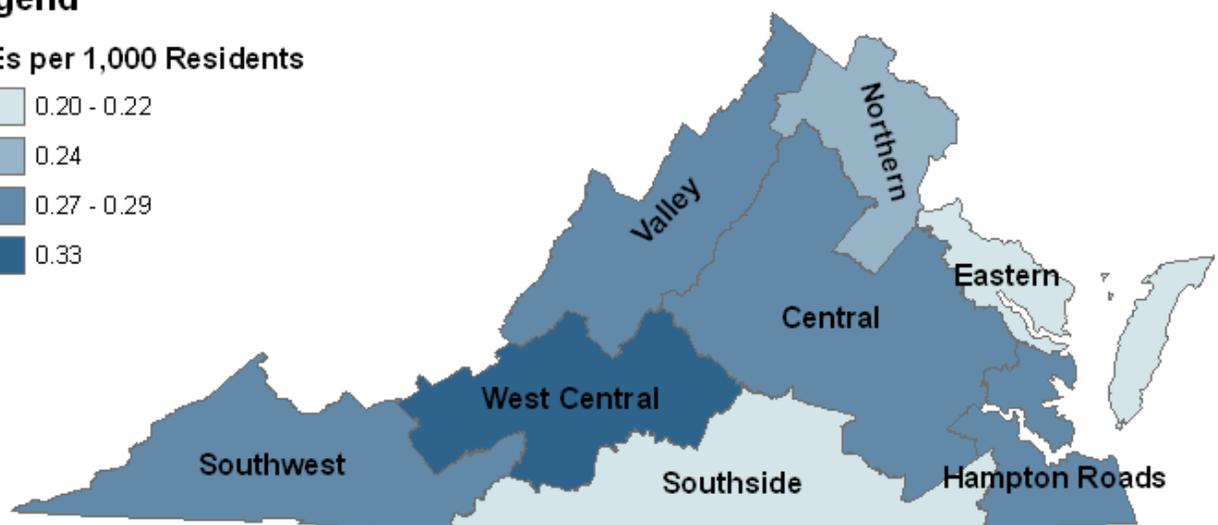
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

0.20 - 0.22
0.24
0.27 - 0.29
0.33



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service

0 25 50 100 150 200
Miles



2,488 speech-language pathologists (SLPs) voluntarily took part in the 2012 Speech-Language Pathology Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal period, which occurs in December for speech-language pathologists. These survey respondents represent 73% of the 3,412 SLPs licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 3,015 SLPs participated in Virginia's workforce in 2012, which is defined as those who worked at least a portion of the year in the state or who live in the state and plan on returning to work as an SLP at some point in the future. These SLPs provided 2,280 "full-time equivalency units" in 2012, which the HWDC defines as working 2,000 hours per year (or 40 hours per week for 50 weeks per year, assuming two weeks off).

93% of SLPs were employed in the profession at the time of the survey. 55% held one full-time position, while 21% held one part-time position. Meanwhile, another 20% of SLPs held two or more positions. Overall, SLPs are very happy with the current status of their work lives: 95% were satisfied with their employment situation, including three in five who were "very satisfied."

Females predominate in the SLP workforce, accounting for 97% of those in the profession. The median age for speech-language pathologists is 41, which is equivalent to the median age for Virginia's overall workforce. SLPs tend to be less diverse than Virginia's population as a whole. In a random encounter between two SLPs, the probability that they would be of different races or ethnicities is only about one in four. For the state population as a whole, the same probability is 54%.

Approximately three in five SLPs grew up in a suburban environment as children. 28% had a rural background, and, of this group, 21% now work as SLPs in a non-Metro area of the state. 45% of Virginia's SLPs went to high school in the state, and 46% completed their SLP education in the state. Washington D.C., North Carolina, and New York were the locations that supplied the most SLPs from outside of Virginia.

Nearly the entire SLP workforce had a Masters degree as their highest academic degree. Only 1% earned a doctoral degree. 38% of all speech-language pathologists currently carry educational debt, although nearly two-thirds of those who are under the age of 40 carry such debt. For those who carried educational debt, the median debt level was between \$30,000 and \$40,000.

The median income for SLPs was between \$50,000 and \$60,000 per year, and half of all SLPs earned between \$40,000 and \$80,000 per year. More than four in five SLPs also received at least one employer-sponsored benefit. 57% of SLPs received health insurance, while 55% had a retirement plan. Meanwhile, 62% received paid leave, and 56% earned paid vacation time.

62% of SLPs had been working at their primary work location for at least two years. However, there was some considerable turnover in the profession over the past year. More than one in four SLPs had a new work location at some point in 2012, while nearly one in ten switched jobs during the year. Regardless, employment in the profession remained strong, as only 6% of SLPs were either involuntarily unemployed or underemployed at some point during the year.

SLPs focused most of their attention on caring for patients. The typical SLP spent between 70% and 79% of his or her time on patient care; most of the remaining time was spent on administrative tasks. More than three out of four SLPs spent at least 60% of their time in a patient care role, while only 7% did the same in either an administrative or educational capacity.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,808	82%
New Licensees	367	11%
Non-Renewals	237	7%
All Licensees	3,412	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. More than 4 out of 5 renewing Speech-language Pathologists submitted a survey. These represent 73% of SLPs who held a license at some point in 2012.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	171	328	66%
30 to 34	147	429	75%
35 to 39	128	384	75%
40 to 44	113	367	77%
45 to 49	73	238	77%
50 to 54	79	224	74%
55 to 59	77	227	75%
60 and Over	136	291	68%
Total	924	2,488	73%
New Licenses			
Issued in 2012	248	119	32%
Metro Status			
Non-Metro	57	190	77%
Metro	646	2,039	76%
Not in Virginia	223	266	54%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed SLPs

Number: 3,412
 New: 11%
 Not Renewed: 7%

Response Rates

All Licensees: 73%
 Renewing Practitioners: 84%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,488
Response Rate, all licensees	73%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2012.
- 2. Target Population:** All Speech-language Pathologists who held a Virginia license at some point in 2012.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some SLPs newly licensed in 2012.

At a Glance:

Workforce

2012 SLP Workforce: 3,015
 FTEs: 2,280

Utilization Ratios

Licensees in VA Workforce: 88%
 Licensees per FTE: 1.50
 Workers per FTE: 1.32

Source: Va. Healthcare Workforce Data Center

Definitions

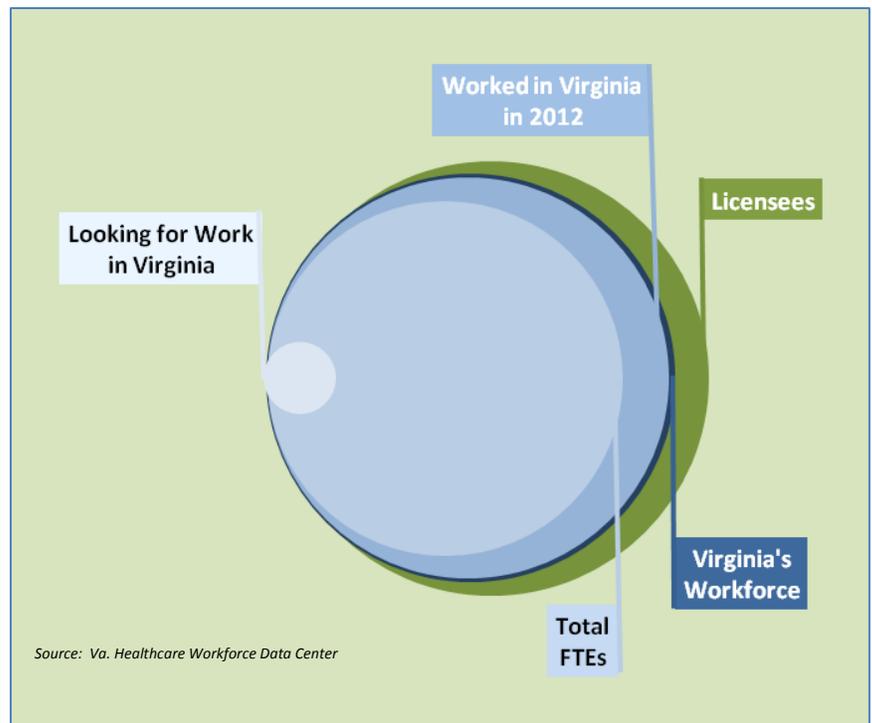
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2012 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's SLP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,919	97%
Looking for Work in Virginia	95	3%
Virginia's Workforce	3,015	100%
Total FTEs	2,280	
Licensees	3,412	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	4	1%	446	99%	451	15%
30 to 34	13	3%	472	97%	485	17%
35 to 39	17	4%	426	96%	443	15%
40 to 44	6	2%	414	99%	420	14%
45 to 49	10	4%	259	96%	270	9%
50 to 54	12	5%	238	95%	250	9%
55 to 59	9	3%	261	97%	270	9%
60 +	25	7%	320	93%	345	12%
Total	97	3%	2,836	97%	2,933	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	64%	2,612	87%	1,210	86%
Black	19%	197	7%	80	6%
Asian	6%	51	2%	31	2%
Other Race	0%	15	0%	11	1%
Two or more races	2%	37	1%	23	2%
Hispanic	8%	70	2%	29	2%
Total	100%	2,982	100%	1,384	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 97%
% Under 40 Female: 97%

Age

Median Age: 41
% Under 40: 47%
% 55+: 21%

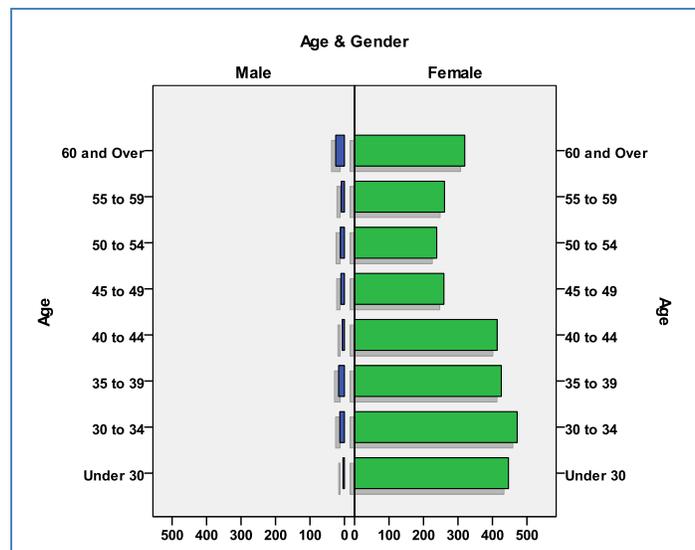
Diversity

Diversity Index: 24%
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two SLPs, there is only a one-in-four chance that they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to 54% chance for Virginia's population. The Diversity Index is essentially unchanged for SLPs under the age of 40.

97% of all Speech-language Pathologists are female, and this percentage is unchanged for those SLPs under the age of 40. The median age of SLPs is 41, which is the same as Virginia's workforce as a whole. Nearly half of all SLPs are under the age of 40, while only 21% are over the age of 55.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 11%
 Rural Childhood: 28%

Virginia Background

HS in Virginia: 45%
 SLP Education in VA: 46%
 HS or SLP Educ. in VA: 54%

Location Choice

% Rural to Non-Metro: 21%
 % Urban/Suburban to Non-Metro: 5%

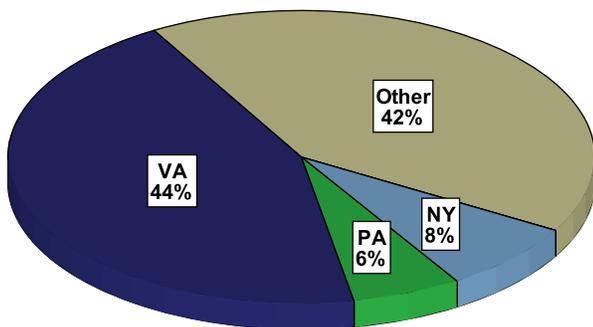
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	67%	12%
2	Metro, 250,000 to 1 million	42%	47%	11%
3	Metro, 250,000 or less	32%	58%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	78%	22%	-
6	Urban pop, 2,500-19,999, Metro adj	54%	39%	7%
7	Urban pop, 2,500-19,999, nonadj	77%	16%	7%
8	Rural, Metro adj	47%	50%	3%
9	Rural, nonadj	43%	57%	-
Overall		28%	61%	11%

Source: Va. Healthcare Workforce Data Center

Location, High School

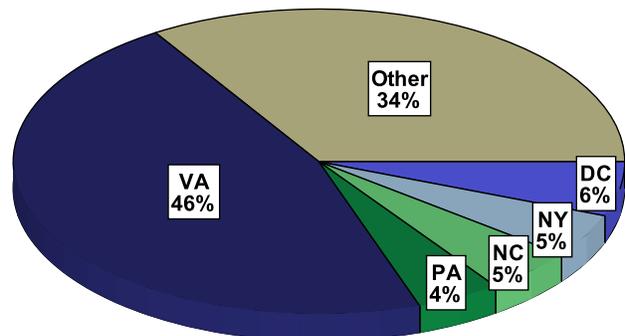


Source: Va. Healthcare Workforce Data Center

54% of Virginia's SLPs have a background in the state. More than 1 in 3 received both their high school diploma and their initial professional degree in the state.

28% of SLPs grew up in self-described rural areas but only 1 in 10 work in Non-Metro counties. Only 1 in 5 SLPs who grew up in rural areas work in a Non-Metro county today, but only 5% who grew up in urban or suburban areas work in Non-Metro counties.

Location, Initial Professional Degree



Top Ten States for SLP Recruitment

Rank	All Speech-Language Pathologists			
	High School	#	Professional School	#
1	Virginia	1,320	Virginia	1,367
2	New York	230	Washington DC	170
3	Pennsylvania	179	North Carolina	141
4	New Jersey	118	New York	137
5	Maryland	100	Pennsylvania	131
6	West Virginia	96	Tennessee	116
7	North Carolina	94	Florida	75
8	Florida	70	Maryland	73
9	Ohio	66	West Virginia	68
10	Outside of the US	66	Ohio	66

Source: Va. Healthcare Workforce Data Center

45% of all SLPs received their high school degree in Virginia. Outside of Virginia, New York and Pennsylvania were the most common locations for Virginia's SLPs to receive their high school degree. Meanwhile, 46% of all SLPs received their initial professional degree in Virginia, while Washington, D.C. and North Carolina were the most likely locations for such degrees outside the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	425	Virginia	437
2	New York	88	North Carolina	71
3	Pennsylvania	57	Pennsylvania	51
4	North Carolina	40	Washington DC	49
5	New Jersey	39	New York	44
6	Maryland	32	Maryland	38
7	Ohio	31	Florida	34
8	West Virginia	28	Tennessee	32
9	Outside of the US	24	Ohio	19
10	Connecticut	20	Massachusetts	19

Source: Va. Healthcare Workforce Data Center

Licensees who did not participate in Virginia's Speech-Language Pathology Workforce
A potential source of SLPs for Virginia?

More than one in ten SLP licensees did not participate in Virginia's workforce in 2012. 86% had worked at some point in the past year, and 81% were currently working as SLPs. Nearly one-third worked in a state bordering Virginia or in Washington DC. Meanwhile, only 6% were in federal service, more than half of whom were in the military.

At a Glance:

Not in VA Workforce

Total:	415
% of Licensees:	12%
Federal/Military:	6%
Va Border State/DC:	31%

A Closer Look:

Highest Professional Degree		
Degree	#	%
Masters Degree	2,833	99%
Doctorate	31	1%
Total	2,864	100%

Source: Va. Healthcare Workforce Data Center

Essentially all Speech-language Pathologists have a Masters Degree. Likewise, more than 9 in 10 SLPs have obtained the “CCC-SLP: Speech-language Pathology” credential.

At a Glance:

Education
 Masters or higher: 100%
 Doctorate: 1%

Educational Debt
 Carry debt: 38%
 Under age 40 w/ debt: 64%
 Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
CCC-SLP: Speech-Language Pathology	2,772	92%
DOE Endorsement	262	9%
BRS-FD: Fluency Disorders	7	0%
BRS-S: Swallowing	5	0%
BRS-CL: Child Language	1	0%
Other Credentials	129	4%
Hold at least 1	2,869	95%

Source: Va. Healthcare Workforce Data Center

Only 38% of SLPs currently carry educational debt, although nearly two-thirds of those under the age of 40 are not free of debt. For those who do currently have educational debt, the median amount was between \$30,000 and \$40,000.

Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
None	1,630	63%	450	37%
\$10,000 or less	116	4%	69	6%
\$10,001-\$20,000	160	6%	124	10%
\$20,001-\$30,000	143	6%	116	10%
\$30,001-\$40,000	122	5%	104	9%
\$40,001-\$50,000	121	5%	98	8%
\$50,001-\$60,000	89	3%	69	6%
\$60,001-\$70,000	59	2%	50	4%
\$70,001-\$80,000	45	2%	32	3%
\$80,001-\$90,000	34	1%	29	2%
\$90,001-\$100,000	18	1%	15	1%
\$100,001-\$110,000	36	1%	27	2%
\$110,001-\$120,000	11	0%	10	1%
\$120,001-\$130,000	14	1%	11	1%
\$130,001-\$140,000	8	0%	4	0%
\$140,001-\$150,000	1	0%	1	0%
Over \$150,000	15	1%	15	1%
Total	2,622	100%	1,224	100%

At a Glance:

Employment

Employed in Profession: 93%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 55%
2 or More Positions: 20%

Weekly Hours:

40 to 49: 42%
60 or more: 3%
Less than 30: 27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a SLP related capacity	2,597	93%
Employed, NOT in a SLP related capacity	55	2%
Not working, reason unknown	1	0%
Involuntarily unemployed	8	0%
Voluntarily unemployed (including for medical reasons)	113	4%
Retired	26	1%
Total	2,802	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	148	5%
One Part-Time Position	608	21%
Two Part-Time Positions	165	6%
One Full-Time Position	1,607	55%
One Full-Time Position & One Part-Time Position	343	12%
Two Full-Time Positions	3	0%
More than Two Positions	68	2%
Total	2,942	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	148	5%
1 to 9 hours	153	5%
10 to 19 hours	182	6%
20 to 29 hours	312	11%
30 to 39 hours	593	20%
40 to 49 hours	1,226	42%
50 to 59 hours	205	7%
60 to 69 hours	68	2%
70 to 79 hours	18	1%
80 or more hours	13	0%
Total	2,918	100%

Source: Va. Healthcare Workforce Data Center

93% of Virginia's speech-language pathologists were employed within the profession when they renewed their licenses, and nearly all unemployed SLPs were voluntarily unemployed or unemployed for medical reasons. However, only 55% of SLPs held one full-time job, while one in five held two or more jobs. 42% of all SLPs worked between 40 and 49 hours per week. Nearly one in four SLPs worked less than 30 hours per week, while just 3% worked 60 or more hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	13	1%
\$20,000 or less	172	7%
\$20,001-\$30,000	119	5%
\$30,001-\$40,000	206	9%
\$40,001-\$50,000	314	13%
\$50,001-\$60,000	474	20%
\$60,001-\$70,000	384	16%
\$70,001-\$80,000	305	13%
\$80,001-\$90,000	195	8%
\$90,001-\$100,000	114	5%
\$100,001-\$110,000	35	2%
\$110,001-\$120,000	12	1%
More than \$120,000	23	1%
Total	2,367	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Paid Leave	1,605	62%
Paid Vacation	1,447	56%
Health Insurance	1,487	57%
Retirement	1,431	55%
Dental Insurance	1,384	53%
Paid Continuing Education	1,063	41%
Group Life Insurance	942	36%
Professional Licensure Fees	852	33%
Signing/Retention Bonus	232	9%
Receive at least one benefit	2,092	81%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

95% of SLPs were satisfied with their jobs, including three in five who were very satisfied. Only 5% of speech-language pathologists were dissatisfied with their current status.

At a Glance:

Earnings
 Median Income: \$50k-\$60k
 Middle 50%: \$40k-\$80k

Benefits
 Employer Health Insurance: 57%
 Employer Retirement: 55%

Satisfaction
 Satisfied: 95%
 Very Satisfied: 60%

The median income for SLPs was between \$50,000 and \$60,000 per year. Four out of five SLPs received at least one employer-sponsored benefit. 57% received health insurance, while 55% received retirement benefits.

Job Satisfaction		
Level	#	%
Very Satisfied	1,715	60%
Somewhat Satisfied	1,001	35%
Somewhat Dissatisfied	110	4%
Very Dissatisfied	33	1%
Total	2,860	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	56	2%
Experience Voluntary Unemployment?	211	7%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	114	4%
Work two or more positions at the same time?	688	23%
Switch employers or practices?	271	9%
Experienced at least 1	1,092	36%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's SLPs were involuntarily unemployed at some point in 2012. By comparison, Virginia's average monthly unemployment rate was 5.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	70	2%	55	7%
Less than 6 Months	244	9%	131	16%
6 Months to 1 Year	237	8%	109	14%
1 to 2 Years	514	18%	158	20%
3 to 5 Years	615	22%	177	22%
6 to 10 Years	495	18%	87	11%
More than 10 Years	638	23%	80	10%
Subtotal	2,813	100%	796	100%
Did not have location	108		2,177	
Item Missing	93		42	
Total	3,015		3,015	

Source: Va. Healthcare Workforce Data Center

Nearly half of SLPs received a salary, while 41% received an hourly wage. Meanwhile, 14% earned income on a contract basis.

At a Glance:

Unemployment Experience 2012

Involuntarily Unemployed: 2%
Underemployed: 4%

Turnover & Tenure

Switched Jobs: 9%
New Location: 26%
Over 2 years: 62%
Over 2 yrs, 2nd location: 43%

Employment Type

Salary or Wage: 90%

Source: Va. Healthcare Workforce Data Center

Nearly two in three SLPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,323	49%
Hourly Wage	1,109	41%
By Contract	378	14%
Business/ Practice Income	96	4%
Unpaid	4	0%
Capitation/Subscription	0	0%
Subtotal	2,706	

*Respondents could select more than one.

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	31%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or more (2012):	28%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

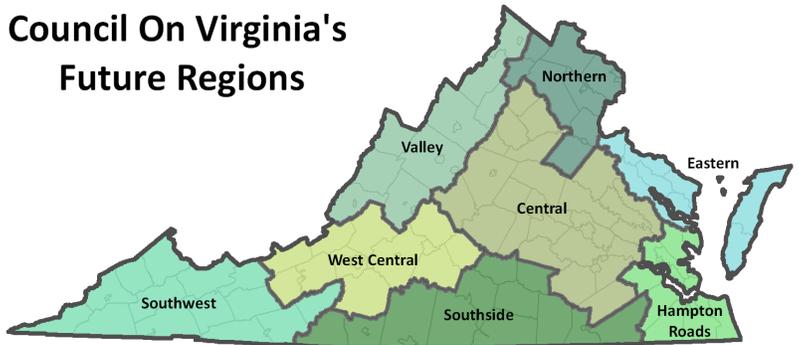
Almost a third of SLPs had their primary work location in Northern Virginia, while more than half worked in Central Virginia, Hampton Roads or West Central, combined.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	598	21%	149	18%
Eastern	35	1%	19	2%
Hampton Roads	559	20%	156	19%
Northern	865	31%	243	30%
Southside	98	4%	28	3%
Southwest	128	5%	47	6%
Valley	166	6%	41	5%
West Central	298	11%	76	9%
Virginia Border State/DC	22	1%	26	3%
Other US State	30	1%	27	3%
Outside of the US	0	0%	4	0%
Total	2,799	100%	816	100%
Item Missing	108		21	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly 70% of SLPs had just one work location in 2012, while 28% had at least two locations during the year. Only 6% of SLPs worked at four or more work locations during 2012.

Locations	Number of Work Locations			
	Work Locations in 2012		Work Locations Now*	
	#	%	#	%
0	108	4%	149	5%
1	2,069	69%	1,984	68%
2	309	10%	336	12%
3	359	12%	330	11%
4	64	2%	45	2%
5	26	1%	14	1%
6 or More	80	3%	45	2%
Total	3,015	100%	2,905	100%

*At the time of survey completion, December 2012.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,174	43%	538	68%
Non-Profit	518	19%	116	15%
State/Local Government	968	36%	130	16%
Veterans Administration	16	1%	1	0%
U.S. Military	10	0%	0	0%
Other Federal Government	23	1%	4	1%
Total	2,709	100%	789	100%
Did not have location	108		2,177	
Item Missing	198		47	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

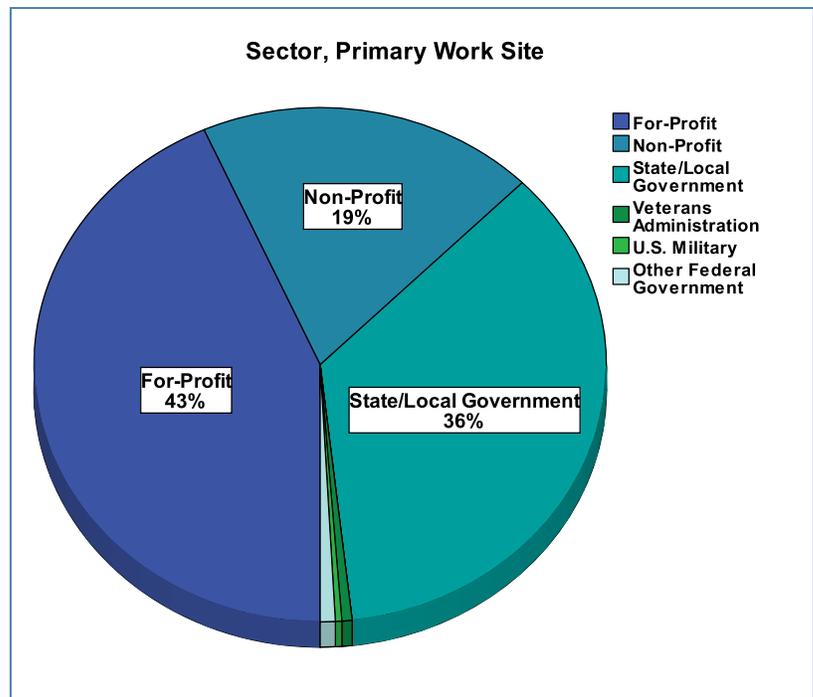
For-Profit:	43%
Federal:	2%

Top Establishments

School: (Providing Care to Clients)	34%
General Hospital: (Inpatient or Outpatient)	16%
Skilled Nursing Facility	15%

Source: Va. Healthcare Workforce Data Center

Almost two-thirds of SLPs worked in the private sector, including 1 in 5 SLPs who worked for non-profits. More than one-third worked in state or local government. The federal government was not a major employer of Virginia's SLPs.

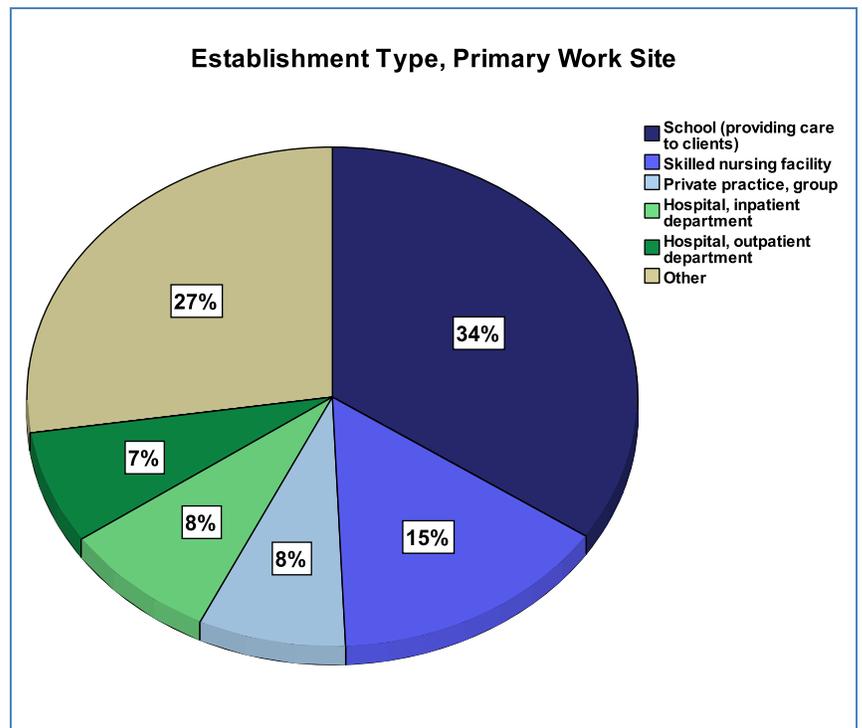


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	914	34%	92	12%
Skilled Nursing Facility	396	15%	169	22%
Hospital, Inpatient	219	8%	77	10%
Private Practice, Group	208	8%	84	11%
Hospital, Outpatient	195	7%	0	0%
Rehabilitation Facility	148	6%	52	7%
Private Practice, Solo	140	5%	70	9%
Home Health Care	126	5%	110	15%
Academic Institution (Teaching/Research)	65	2%	24	3%
Community-Based Clinic/Health Center	48	2%	12	2%
Residential Facility/Group Home	38	1%	9	1%
Administrative/Business Org.	15	1%	5	1%
Child Day Care	5	0%	0	0%
Physician Office	4	0%	1	0%
Outpatient Surgical Center	0	0%	0	0%
Other	134	5%	53	7%
Total	2,655	100%	758	100%
Does not have location	249		58	

One in three SLPs work at a school that provides care to clients, while 15% work at skilled nursing facilities. 16% of SLPs work in a hospital, in either an inpatient or outpatient department. 13% work at either solo or group private practices.

Source: Va. Healthcare Workforce Data Center



For secondary work locations, more than one in five SLPs worked at a skilled nursing facility, while another 20% worked at a solo or group private practice. Schools that provided care to clients only employed 12% of SLPs with a secondary work location.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 70%-79%
 Administration: 10%-19%
 Education: 0%
 Research: 0%

Roles

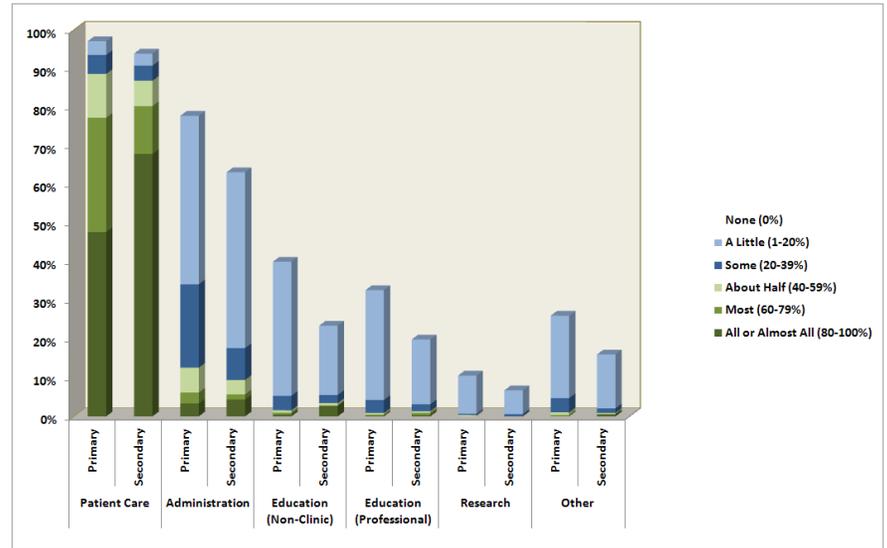
Patient Care: 77%
 Administrative: 6%
 Education: 1%
 Research: 0%

Administration Time

Median Admin Time: 1%-9%
 Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



On average, a typical SLP will spend between 70 to 79% of their time on patient care tasks and 10 to 19% on administrative tasks. More than three out of four SLPs fill a patient care role, defined as spending 60% or more of their time on patient care.

Time Allocation												
Time Spent	Patient Care		Admin.		Edu. (Non-Clinic)		Edu. (Professional)		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	48%	68%	3%	4%	0%	3%	0%	0%	0%	0%	0%	1%
Most (60-79%)	30%	12%	3%	1%	0%	0%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	11%	7%	6%	4%	1%	1%	0%	0%	0%	0%	1%	0%
Some (20-39%)	5%	4%	22%	8%	4%	2%	3%	2%	0%	1%	4%	1%
A Little (1-20%)	4%	3%	44%	45%	35%	18%	28%	17%	10%	6%	21%	14%
None (0%)	3%	6%	22%	37%	60%	77%	67%	80%	90%	93%	74%	84%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Median)

Weekly Workload Primary Location

Individual Visits: 10 to 19
50% Range: 1 to 29

Secondary Location

Individual Visits: 1 to 9
50% Range: 1 to 9

Source: Va. Healthcare Workforce Data Center

Weekly Sessions	Primary Location				Secondary Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	183	7%	1,481	55%	68	9%	650	83%
1 to 9	1,123	41%	444	16%	551	70%	82	11%
10 to 19	614	23%	280	10%	111	14%	30	4%
20 to 29	325	12%	237	9%	22	3%	12	2%
30 to 39	231	9%	120	4%	16	2%	4	1%
40 to 49	124	5%	93	3%	8	1%	3	0%
50 to 59	70	3%	30	1%	3	0%	0	0%
60 or More	47	2%	16	1%	11	2%	0	0%

Source: Va. Healthcare Workforce Data Center

Group Size	Primary Location		Secondary Location	
	#	%	#	%
None/NA	1,438	55%	663	83%
1 to 4	1,040	40%	115	15%
5 to 9	115	4%	15	2%
10 to 14	4	0%	1	0%
15 to 19	4	0%	1	0%
20 to 24	10	0%	0	0%
25 to 29	7	0%	0	0%
30 or More	15	1%	0	0%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of SLPs conducted between 1 and 19 individual sessions per week at their primary work location, but a majority did not hold any group sessions on an average week. With respect to secondary work locations, 7 out of 10 had between 1 and 9 individual sessions per week, while more than 4 out of 5 did not have any group sessions.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	35	1%	0	0%
50 to 54	74	3%	0	0%
55 to 59	358	14%	65	9%
60 to 64	731	29%	220	30%
65 to 69	906	36%	295	40%
70 to 74	227	9%	84	11%
75 to 79	54	2%	22	3%
80 or over	16	1%	8	1%
I do not intend to retire	126	5%	45	6%
Total	2,525	100%	739	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All SLPs

Under 65: 47%

Under 60: 18%

SLPs 50 and over

Under 65: 39%

Under 60: 9%

Time until Retirement

Within 2 years: 5%

Within 10 years: 18%

Half the workforce: by 2042

Source: Va. Healthcare Workforce Data Center

More than one-third of SLPs expect to retire between the ages of 65 and 69. In addition, nearly half expect to retire before age 65. Among those SLPs who are age 50 or over, 39% still expect to retire before age 65, and 40% expect to retire between the ages of 65 and 69. Within the next ten years, 18% of SLPs plan on retiring, and half the current workforce expects to retire by 2042.

Within the next two years approximately 6% of SLPs plan to leave either the profession or Virginia. Meanwhile, 18% of SLPs plan on pursuing additional educational opportunities. 14% plan on increasing patient care hours, which is twice as many who plan on decreasing such hours.

Future Plans

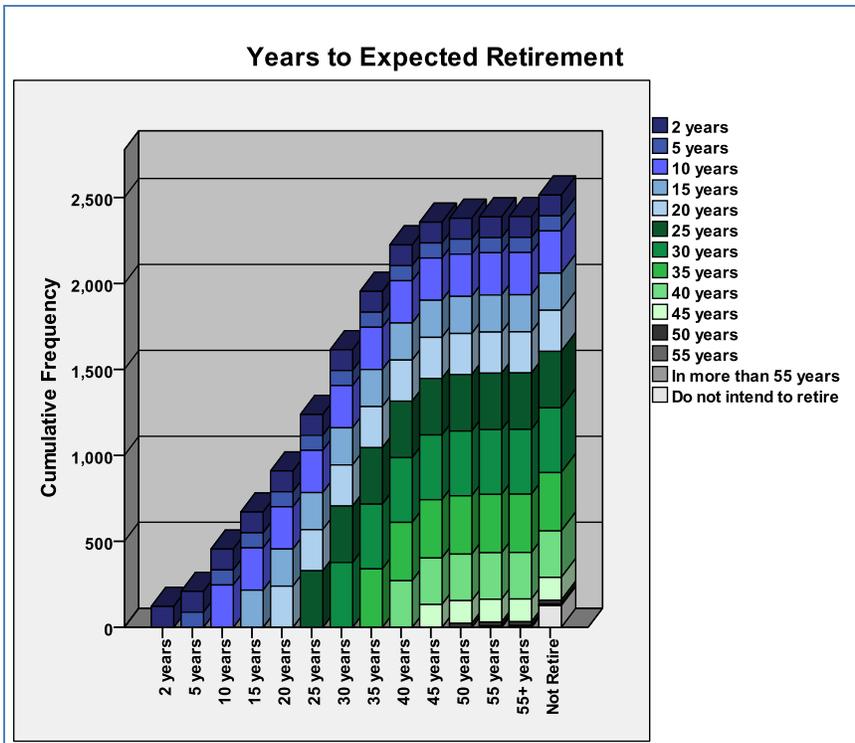
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	72	2%
Leave Virginia	114	4%
Decrease Patient Care Hours	198	7%
Decrease Teaching Hours	11	0%
Increase Participation		
Increase Patient Care Hours	413	14%
Increase Teaching Hours	106	4%
Pursue Additional Education	553	18%
Return to Virginia's Workforce	20	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 5% of SLPs plan on retiring in the next two years, while nearly one in five plan on retiring in the next ten years. Meanwhile, more than half of SLPs plan on working for at least the next 25 years, and more than 20% plan on working for at least the next 35 years.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	121	5%	5%
5 years	88	4%	8%
10 years	246	10%	18%
15 years	216	9%	27%
20 years	239	10%	36%
25 years	328	13%	49%
30 years	377	15%	64%
35 years	339	13%	78%
40 years	271	11%	89%
45 years	132	5%	94%
50 years	23	1%	95%
55 years	8	0%	95%
In more than 55 years	1	0%	95%
Do not intend to retire	126	5%	100%
Total	2,514	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will reach 10% of the current workforce every five years starting in 2022. Peak retirement years will take place around 2042, when 15% of the current workforce plans on retiring. Retirements will not fall below 10% of the current workforce again until 2057. Approximately half the current workforce expects to retire between 2032 and 2047.

At a Glance:

FTEs

Total: 2,280
Average: .78

Age & Gender Effect

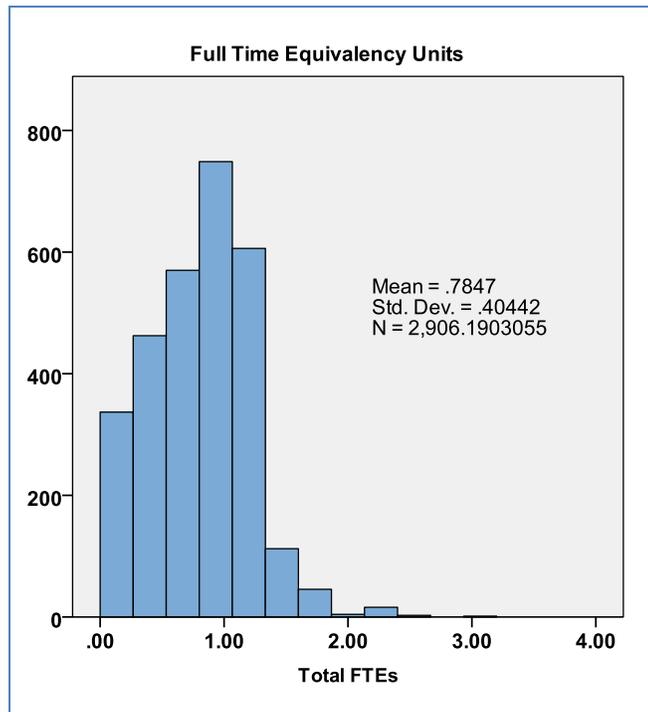
Age, Partial Eta²: .006
Gender, Partial Eta²: .006

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

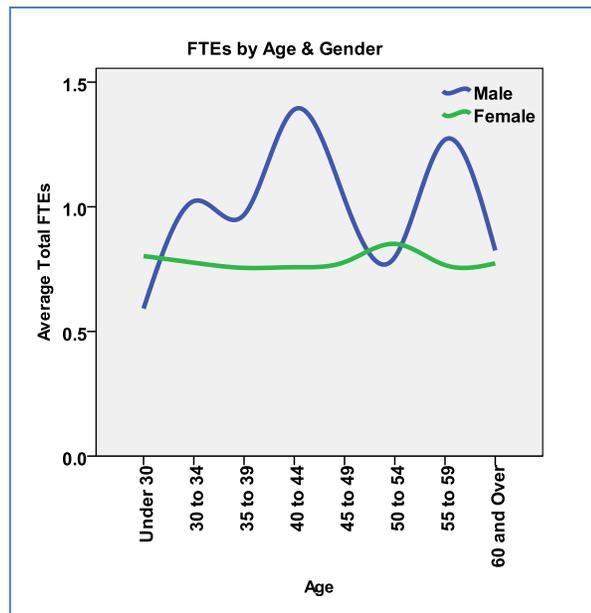


Source: Va. Healthcare Workforce Data Center

The average SLP provided 0.78 FTEs in 2012, or about 30 hours per week for 52 weeks. Although FTEs appear to vary by gender, statistical tests did not verify a difference exists.² Combined, gender and age account for approximately 2% of variation in FTEs.

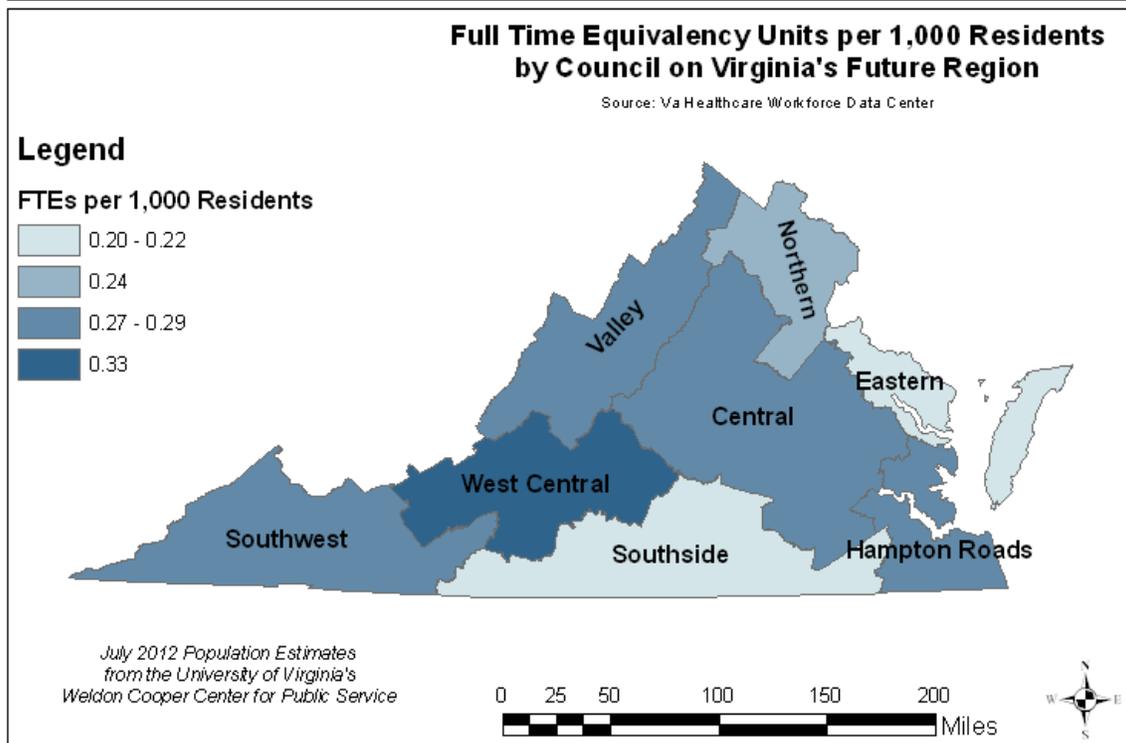
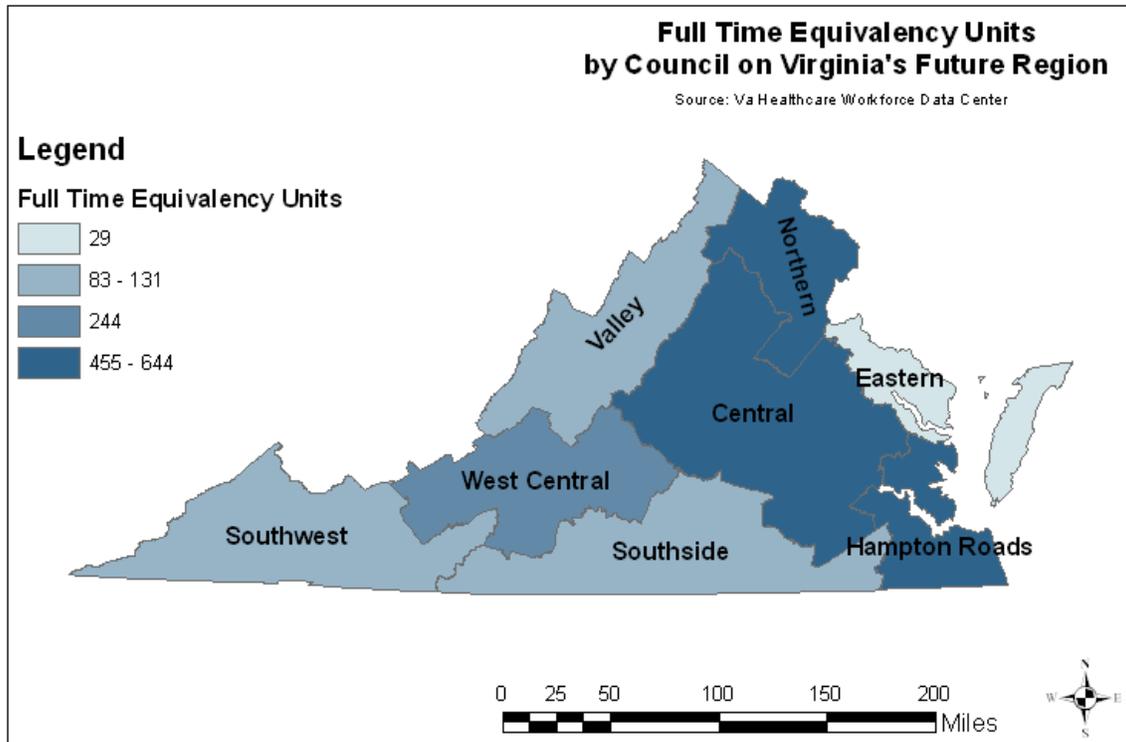
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.80	0.84
30 to 34	0.78	0.81
35 to 39	0.76	0.74
40 to 44	0.77	0.79
45 to 49	0.79	0.83
50 to 54	0.84	0.88
55 to 59	0.78	0.86
60 and Over	0.78	0.81
Gender		
Male	0.95	1.01
Female	0.78	0.82

Source: Va. Healthcare Workforce Data Center

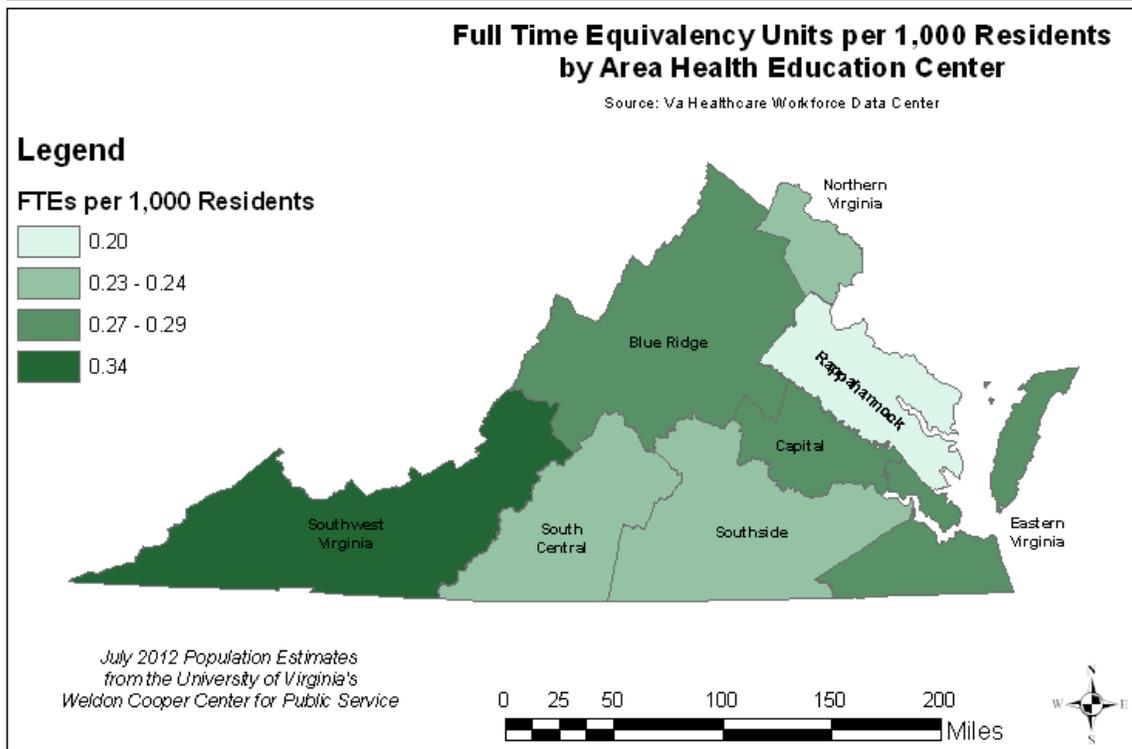
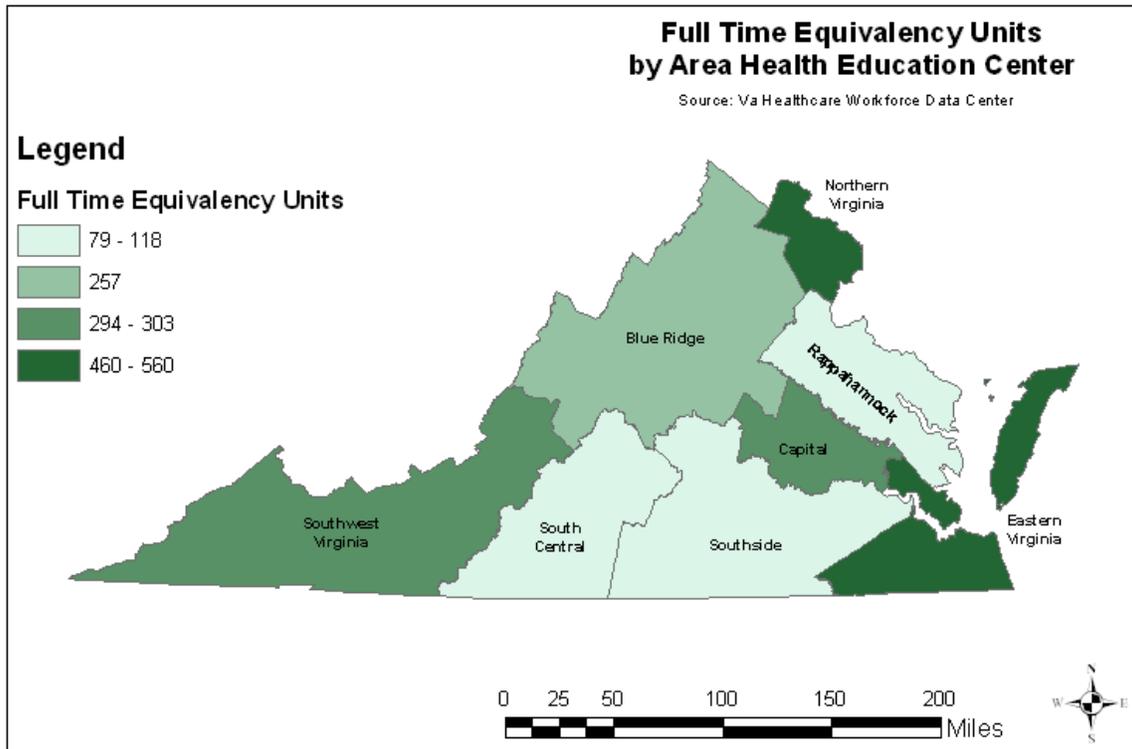


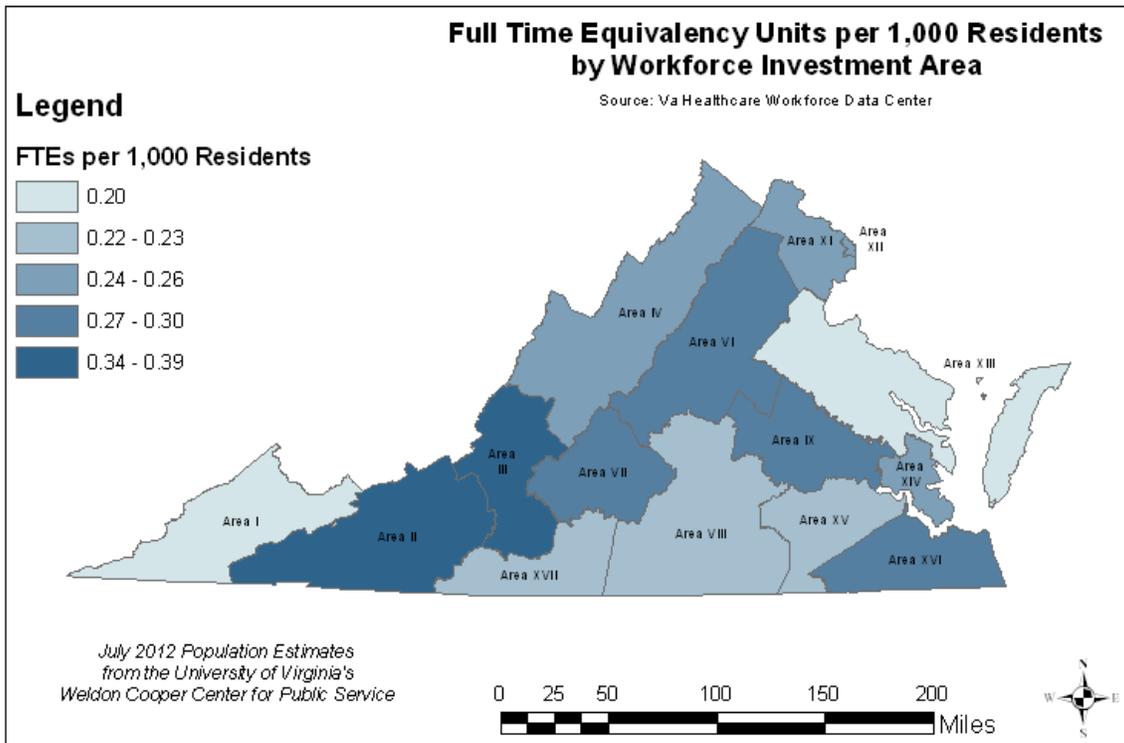
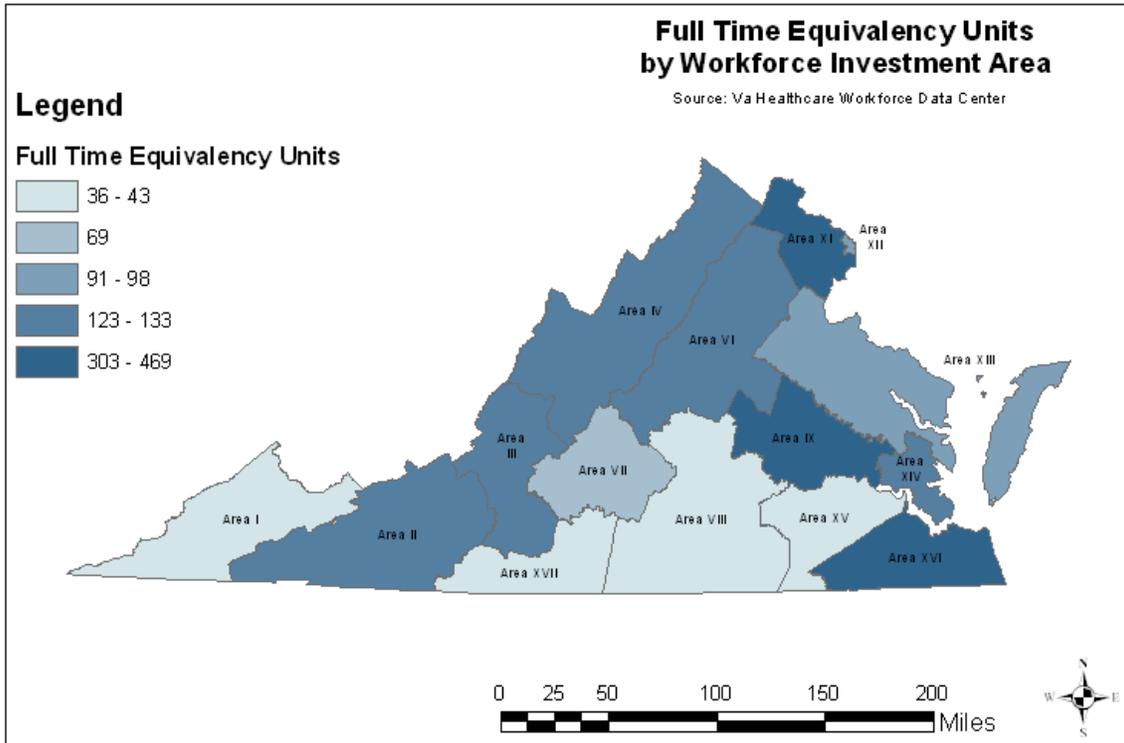
Source: Va. Healthcare Workforce Data Center

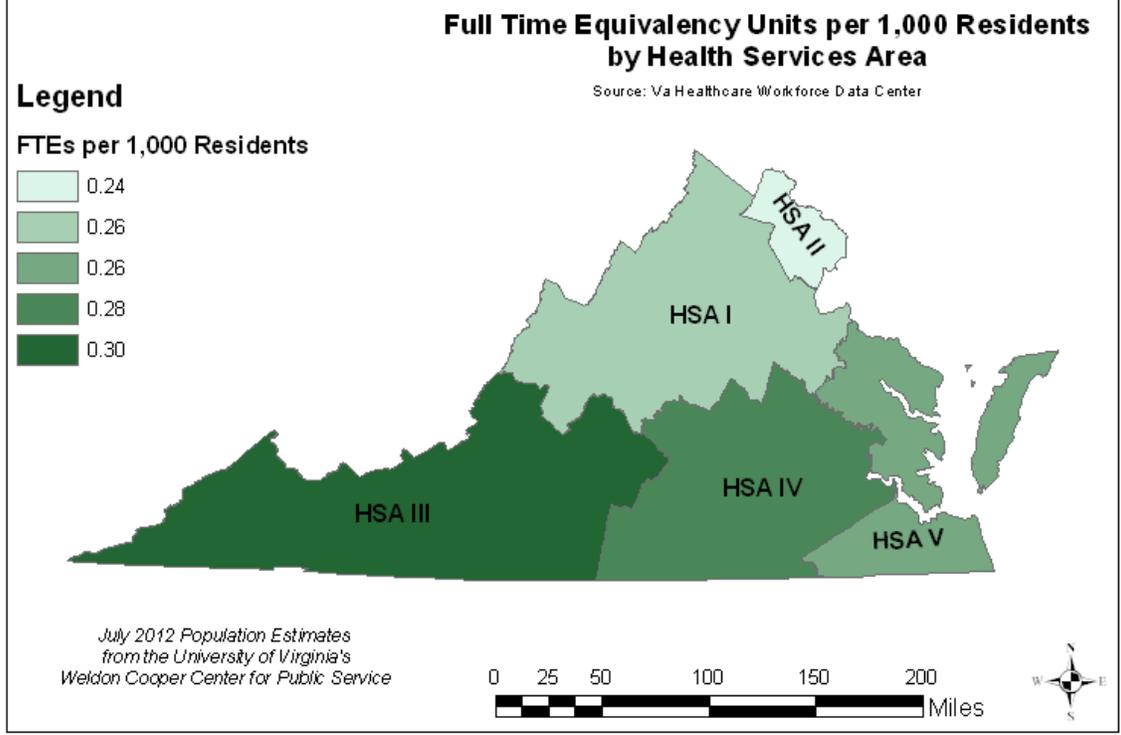
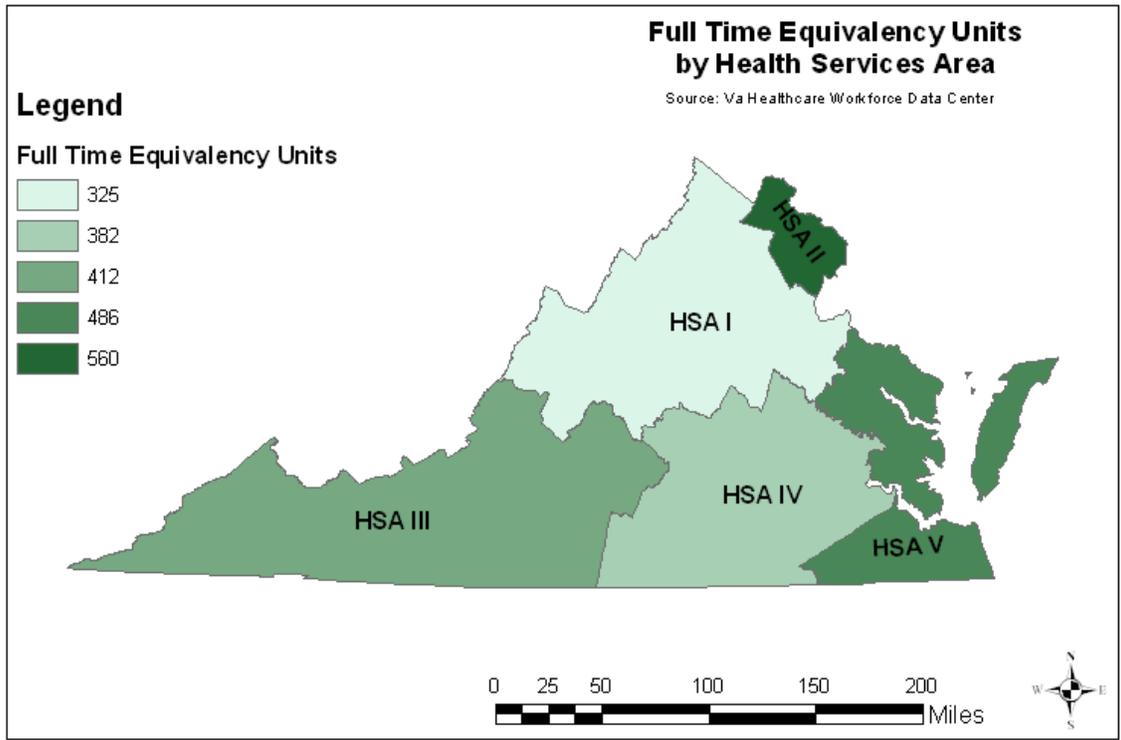
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant)

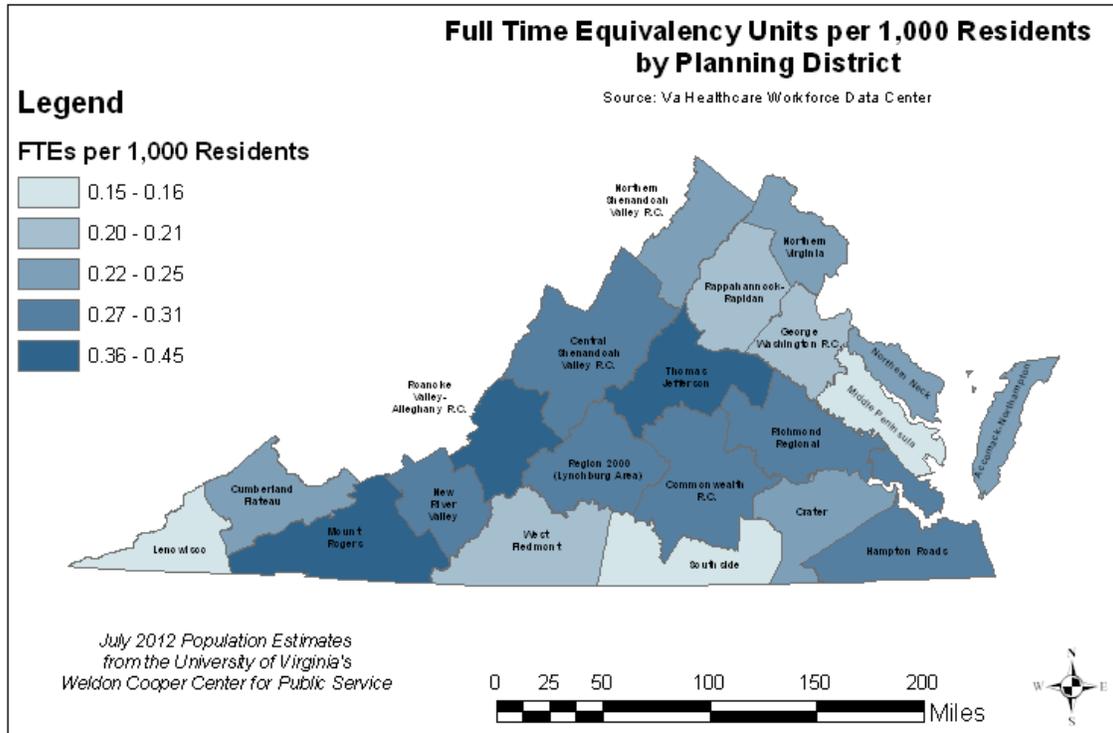
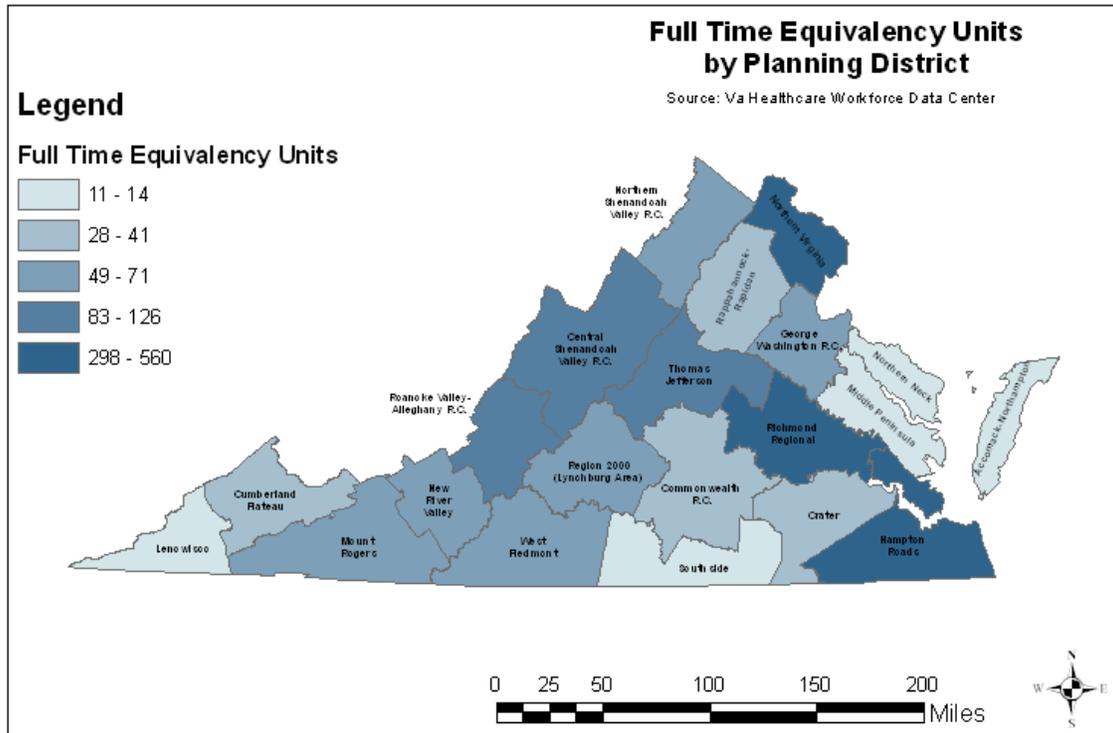


Area Health Education Center Regions









Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,075	75.76%	1.319975	1.258504	1.465203
Metro, 250,000 to 1 million	254	78.74%	1.27	1.210857	1.409731
Metro, 250,000 or less	356	75.00%	1.333333	1.271241	1.480032
Urban pop 20,000+, Metro adj	40	75.00%	1.333333	1.271241	1.480032
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	99	80.81%	1.2375	1.17987	1.373655
Urban pop, 2,500-19,999, nonadj	58	70.69%	1.414634	1.348756	1.570278
Rural, Metro adj	31	77.42%	1.291667	1.231515	1.433781
Rural, nonadj	19	78.95%	1.266667	1.207679	1.40603
Virginia border state/DC	288	61.46%	1.627119	1.551345	1.806141
Other US State	201	44.28%	2.258427	2.153254	2.506908

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	499	65.73%	1.521341	1.373655	2.506908
30 to 34	576	74.48%	1.342657	1.212317	2.212468
35 to 39	512	75.00%	1.333333	1.203898	2.197103
40 to 44	480	76.46%	1.307902	1.180935	2.155197
45 to 49	311	76.53%	1.306723	1.17987	2.153254
50 to 54	303	73.93%	1.352679	1.221365	2.228981
55 to 59	304	74.67%	1.339207	1.209201	2.206782
60 and Over	427	68.15%	1.467354	1.324908	2.417946

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $ageweight \times ruralweight \times responserate = final\ weight.$

Overall Response Rate: 0.729191

